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EXTRAORDINARY

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PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

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इस भाग में निम्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

(Department of Labour and Employment)

NOTIFICATIONS

New Delhi, the 20th April 1971

S.O. 1742.—The following draft of a scheme further to amend the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970, which the Central Government proposes to make in exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), is published as required by the said sub-section for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration on or after the 24th May, 1971.

Any objections or suggestions which may be received from any person with respect to the said draft before the date so specified will be taken into consideration by the Central Government.

Draft Scheme

1. This Scheme may be called the Calcutta Dock Workers (Regulation of Employment) Amendment Scheme, 1971.

2. In the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970—

(1) in clause 2—

(a) in item (i) of sub-clause (1), the words “but not more than adequate” shall be omitted;

(1991)

- (b) for item (iii) of sub-clause (1), the following item shall be substituted, namely:—
 “Progressive fulfilment of the ultimate objective of complete decasualisation of workforce.”
- (2) in clause 7—
- (a) in item (d) of sub-clause (1), for the word “reduction”, the word “decrease” shall be substituted and after the words “the same”, the words “in keeping with anticipated requirements and” shall be inserted.
- (b) the following items shall be inserted at the end of sub-clause (1):—
 “(n) the grouping or re-grouping of registered dock workers in accordance with the instructions received from the Board in such groups as may be determined by the Board;”
- (3) for item (p) of clause 8, the following item shall be substituted, namely:—
 (p) “sanction and create fund or funds for specific purposes;”
- (4) for item (f) of clause 11, the following item shall be substituted, namely:—
 (f) “sanction the creation of posts the maximum salary of which exclusive of allowances is not more than five hundred and seventy five rupees per mensem and make appointments to such posts;”
- (5) in clause 12—
- (a) sub-clause (f) shall be omitted;
- (b) for item (iv) of sub-clause (h), the following item shall be substituted, namely:—
 (iv) “sanction subject to budget provision, the creation of posts the maximum salary of which exclusive of allowances is upto rupees five hundred per month and make appointments to such posts;”
- (6) in clause 13, for the words “Employers’ Associations” the words “Employers Association or Associations” shall be substituted;
- (7) in clause 14(2), in the heading, for the word “Inspectors”, the words “Dock Inspectors” shall be substituted and in the body, for the words “Inspector” or “Inspectors”, the words “Dock Inspector” or “Dock Inspectors” shall respectively be substituted;
- (8) in clause 17—
- (a) at the end of item (b) of sub-clause (1), the following proviso shall be added:—
 “provided that in no case shall a person or firm continue to be registered under the Scheme unless he or it has obtained an appropriate licence from the Calcutta Port Commissioners within twelve months of the date of commencement of the Scheme.”
- (b) in item (c) of sub-clause (1), the words “Category (k) shall be employed by the registered employers only” shall be omitted;
- (c) in item (b) (i) of sub-clause (2), for the last two sentences beginning with the words “their allocation” and ending with the words “year”, the following expression shall be substituted, namely:—
 “their allocation under different employers shall be done by the Chairman as decided by the Board. The criteria of such allocation shall primarily be the amount of business done by the individual employers during the previous three years.”
- (9) in clause 18,—
- (a) against item (g) of sub-clause (2), a “*” shall be inserted;
- (b) after item (g) of sub-clause (2), the following item shall be inserted, namely:—
 “£ (gg) Signallers.”

(c) the following footnote shall be inserted at the end of footnotes:—

“£—All Ex-Rollies under the 1956 Scheme shall be designated as Signallers. If they are not booked as Signallers, they shall work as Stevedore Mazdoor (Junior)”.

(10) in clause 19, the last two sentences beginning with the words “The Administrative Body” and ending with the words “by the Board” shall be omitted:

(11) in clause 20—

(a) in the heading of sub-clause (1), for brackets and letter “(j)”, brackets and letter “(k)” shall be substituted;

(b) in sub-clause (1), before the first and second paragraphs, brackets and letters “(a)” and “(b)” shall respectively be inserted;

(c) in the heading of sub-clause (2), for brackets and letters “(k), (1)”, brackets and letter “(1)” shall be substituted;

(d) before item (i) of sub-clause (2), the brackets and letter “(b)” shall be inserted;

(e) in item (ii)(D) of sub-clause (2), for the sentence beginning with the words “From the list prepared” and ending with the words, “shall be removed”, the sentence “From the list prepared in accordance with the procedure set out above, the names of those who do not appear in the employers’ rotational roll for such workers (maintained since August 1969) shall be removed and the list recast in such order of seniority as may be ascertainable” shall be substituted;

(f) in item (d) (iii) of sub-clause (2), for the words “under the Scheme”, the words “as decided by the Board” shall be substituted;

(g) at the end of sub-clause (2), the following item shall be inserted, namely:—

“(g) From the date a draft notification is issued by the Government intending to register any new category of workers under the Scheme, no changes shall be made in regard to the emoluments or service conditions of the concerned category of workers who are due for registration.”

(h) for item (a) of sub-clause (3), the following item shall be substituted, namely:—

“Any fresh registration, provisional or otherwise, in any category in which dock workers have already been registered under the Scheme shall be done—

(i) serially from workers available from the list of eligible candidates as prepared by the Registration Officer of the Board and left over at the time of initial registration, and

(ii) from workers registered with the local Employment Exchange.

For workers under item (i) above, the age of entry shall be below 58 years and for workers under item (ii) above, the age of entry shall be 25 years or below”;

(12) (a) in clause 22—for the word “criteria” with heading “Explanation”, the word “criteria” shall be substituted;

(b) in sub-clause (3), for the words, “The Chairman and the Deputy Chairman”, the words “Chairman or Deputy Chairman” shall be substituted.

(13) in clause 32—

(a) for item (c) of sub-clause (2), the following item shall be substituted, namely:—

“A worker in the reserve pool also shall not be employed for more than 9 shifts in a week or 33 shifts in a month.”

(b) in item (d) of sub-clause (2), the following proviso shall be inserted at the end:—

“Provided that such relaxation for workers under item (b) shall normally be permitted only if the workers under item (c) have also reached the maximum of their employment of 9 shifts in a week or 33 shifts in a month.”

- (c) in item (e) of sub-clause (2), after the word, "wages", the words "inclusive of allowances", shall be inserted;

(14) in clause 34, the following note shall be inserted at the end of the clause, namely:—

"NOTE—For the purposes of this clause, the word 'category' wherever it appears shall be deemed to include all classifications of sub-categories as made by the Board from time to time under the provision of clause 18."

(15) in clause 35—

- (a) in item (i), for the brackets and letters "(a) to (j)", the brackets and letters "(a) to (k)" shall be substituted;
- (b) in item (ii), for the brackets and letters "(k) and (l)", the brackets and letters "(l) and (m)" shall be substituted.
- (c) in the second proviso, the words "or for which disappointment money has to be paid under clause 37" shall be omitted;

(16) for clause 36, the following clause shall be substituted, namely:—

"36. Employment for a shift and payments.—(1) No worker in the reserve pool register shall be employed for a period of less than a shift and where the work for which a worker has been engaged—

- (a) is completed during the working period of a shift, he shall undertake such other work in the same or any other vessel or berth as may be required by the same employer for the remainder of the shift; and
- (b) cannot commence for any reason and no alternative job can be provided for him by the employers for whom he had been booked, he shall then revert to the reserve pool and shall accept any other employment that the Administrative Body may allocate to him.

(2) Subject to provisions of sub-clause (a) and (b) above, whenever a worker in the reserve pool is booked for work immediately prior to the start of the shift and he presents himself for work on the ship or point of work to which he had been booked, he shall be entitled to full wages inclusive of allowances appropriate to his category, even though the work for which he had attended cannot commence or proceed and no alternative work can be found for him."

(17) Clause 37 shall be omitted;

(18) in clause 38, for the words "Each worker shall be" the words "Each worker shall normally be" shall be substituted;

(19) in clause 40—

- (a) in item (b) of sub-clause (4), the following words shall be inserted at the end; namely:—

"A worker in category (m) shall in particular work in category (1) when not employed in his own category."

(20) in clause 41—

- (a) in sub-clause (4), for the words "tonnage of the handled", the words "tonnage handled" shall be substituted;
- (b) in item (iii) of sub-clause (5), for the words "Provident Fund amounts" the words "Provident Fund Account" shall be substituted;
- (c) in sub-clause (8), after the words "Steamer Agents" the words "Charterers of vessels, shippers and consignees" shall be inserted;

(21) in sub-clause (1) of clause 42, for the words "sub-clause (5) of clause 20", the words "sub-clause (4)(c) of clause 20" shall be substituted;

(22) in sub-clause (1) of clause 46, for the words and figures "clause 34, 35 and 37", the words and figures "clauses 34 and 35" shall be substituted;

(23) in sub-clause (1) of clause 47, for the expression "of item (a) or (b) of sub-clause (4) of clause 40", the expression "of item (a), (b) or (c) of sub-clause (4) of clause 40" shall be substituted;

(24) for Schedule II the following Schedule shall be substituted, namely:—

SCHEDULE II

(See Clause 34)

The minimum number of days in a month for which wages are guaranteed to any category or sub-category of worker under the Scheme should be assessed annually on the basis of the average employment during the immediately preceding 12 months according to the following procedure:—

- (a) The total number of manshifts worked every month by the workers of any category or sub-category in the reserve pool should be recorded.
- (b) The effective strength of the said category or sub-category in the reserve pool on all the working days of the month should be recorded under the following column headings:—

The effective strength of the workers in the reserve pool on a particular working day shall be.	The number of the workers on the reserve pool register on that day.	Number of the workers in the reserve pool on authorised or unauthorised leave plus number of workers in these categories or sub-categories who dies or whose services were terminated on that day.
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- (c) The effective strength of the workers on all working days in a month obtained under (b) above should be added up and divided by the number of working days in the month to yield the effective strength of these workers during the month.
- (d) (a) should be divided by (c) to yield the average employment per worker per month in this category or sub-category.
- (e) The averages obtained under (d) above for 12 consecutive months should be added up and divided by 12. The average so obtained shall be fixed as the minimum guarantee for the next 12 months.

For clarification, an example is given below:—

Suppose that an assessment is made in June 1969 and suppose the effective strength of the Winch Drivers in the reserve pool and manshifts worked by them during the period June, 1968 to May, 1969 are as shown under columns (2) and (3) of the Table below:—

Month	Effective strength	Total number of manshifts worked	Average employment per worker per month
I	2	3	4
June 1968	900	10800	12
July 1968	800	10400	13
August 1968	700	10500	15
September 1968	800	12800	16
October 1968	700	11200	16
November 1968	900	15300	17
December 1968	700	11900	17
January 1969	800	10400	13
February 1969	900	12600	14
March 1969	700	10500	15
April 1969	750	12000	16
May 1969	800	13600	17

Column (3) divided by column (2) will show the average employment per Winch Driver per month and this is shown in column (4) of the Table.

The minimum number of days in a month for which wages should be guaranteed for the Winch Drivers during the period June, 1969 to May 1970 will be—

$$\frac{12+13+15+16+16+17+17+13+14+15+16+17}{12} = 15.08$$

12

After rounding to the nearest day = 15 days.

If a new category or sub-category of worker is registered, the minimum guarantee for this category or sub-category to start with will be determined as has been provided in the principles relating to the registration of new categories or sub-categories of workers mentioned in clause 20(2) of the Scheme. Similar calculation should be made in June, 1970 and thereafter every year.

(25) in Schedule III,—

(a) for item (c) of sub-clause (1) the following shall be substituted; namely:—

“Notwithstanding the duties and functions of workers of categories (e), (f) and (g) of Schedule I, also handling, supplying, laying dunnage wood, matting, pallets or any other cargo-separation media when called upon to do so.”

(b) in item (i) of sub-clause (2), for the words “at the employers’ gear godown”, the words “as required by the employers” shall be substituted;

(26) after Schedule V, for the heading “payment by result scheme for dock workers of the port of Calcutta” and paragraphs thereunder, the following Schedule shall be substituted, namely:—

SCHEDULE VI

INCENTIVE SCHEME FOR DOCK WORKERS OF THE PORT OF CALCUTTA.

1. **Short title and scope.**—(1) The Scheme may be called ‘Payment by Result Scheme’ (hereinafter referred to as this Scheme).

(2) The Scheme shall apply only to the categories or sub-categories of workers as detailed below in Clause 2.

2. **Processing Wage:**

The processing wage of the different categories of workers will be:

Categories	Processing Wage
	Rs.
1. Deck Foreman	11.25
2. Hatch Foreman	8.25
3. Tally Clerk	7.31
4. Winch Driver	5.75
5. Sardar	8.25
6. Mate	6.25
7. Stevedore Mazdoor (Sr.)	5.75
8. Stevedore Mazdoor (Jr.)	4.81
9. Signalman	4.81
10. Sardar Supervisor	11.00
11. Stitcher	6.00
12. Bagger	4.75
13. Sliceman	5.75
14. Chamachiya	5.12

NOTE :—When a general Mazdoor (Ca-go) is deputed to work as a Stevedore Mazdoor (junior), Chamachiya, Chapadar, Bagger or Stitcher, his wages under this Scheme shall be processed on the basis of the processing wages of the Category in which he actually works.

3. Manning Scale:

(i) One Deck Foreman will be booked in each shift on a working vessel, irrespective of the number of hooks working.

(ii) One Hatch Foreman will be booked for every two working hatches, with the proviso that at least one Hatch Foreman will be booked for the hatches working on either side of the ship's accommodation.

(iii) Only one Tally Clerk shall normally be booked for every working hook, whenever tally of cargo is considered necessary by the Shipping Companies or Agents. One relieving Tally Clerk shall be booked for every 8 working Tally Clerks.

(iv) One Winch Driver shall be booked for every working winch. One relieving Winch Driver will be booked for every 6 working Winch Drivers.

(v) Only one stevedoring gang (consisting of one Sirdar, one Mate, four Stevedore Mazdoor (Senior), two Stevedore Mazdoor (junior) and one Signalman will be employed per hook irrespective of the weight of cargo on the hook.

NOTE :—If on any shift the number of workers reporting for work is below full strength and if the vacancy cannot be filled, the wages as determined under clause 6 of the tariffed categories shall be divided amongst those present, provided the workers present complete atleast 1-Unit of performance.

(vi) For each hook requiring baggers and stitchers on bulk cargo, the following workers will be booked:

Sirdar Supervisor	1
Bagger	8
Stitcher	4

NOTE :—When Sitchman and/or Chamachiyas are engaged as Baggers in handling bulk cargo, they will be entitled to the processing wage of their respective categories.

4. Unit of performance for all shifts :

Types of cargo :	Tonnes
1. Bag cargo, all types including food	55
2(a) Jute, gunnies or jute products	50
(b) Jute weighing more than 750 Kgs each	35
3. Iron, all types including unfabricated steel, scrap iron	45
4. Pig Iron	55
5. Tea—including palletted tea when <i>not</i> handled by forklifts on board	35
6. Tea (palletised if handled by forklifts on board the vessel)	70
7. Fertilisers (in bulk)	60
8. Fertilisers (in bags)	45
9. Drum (All types)	50
10. All ore (including trimming) other than at No. 5 K.G. Dock	45
11. Ore at 5. K. G. Dock	80
12. General cargo	35

NOTE— (1) Individual packages, weighing over 60 tonnes will be time-rated.

(2) When the same gang or hook in the same shift handles more than one type of cargo, payment will be made at the rate applicable to the type under which the larger or largest percentage of the total cargo falls.

(3) All workers shall work for the full duration of each shift.

5. (i) Payments for outputs at different levels:

Levels of output	Payments
(a) One unit	Processing wage (P. W.) plus W.B.I.
(b) Two units	(2 × PW plus W.B.I. plus Rs. 2/-.
(c) Three units	(3 × PW plus W.B.I. plus Rs. 4/-
(d) Four units	(4 × PW) plus W.B.I. plus Rs. 6/-
(e) Five units	(5 × PW) plus W.B.I. plus Rs. 8/-
(f) For every unit in excess of five units	One additional P. W. in addition to wages fixed for five units.

NOTE : W.B.I. means the increase in daily emoluments of a worker as a result of the orders passed by Government on the report of the Central Wage Board for Port and Dock Workers.

(ii) When the output of a worker is below one unit, except for reasons beyond his control, he will be paid the processing wage. In such cases, i.e., when he is paid only the processing wage, it will be open to him to make a representation to the Dock Labour Board that his low output was due to reasons beyond his control and ask for wages at the one unit level.

(iii) For outputs in excess of complete unit levels, the workers shall be paid *pro rata* at a rate equal to the difference between the completed unit and the next higher unit.

Example : Cargo being worked has unit of performance of 50 tonnes, output in the shift is 175 tonnes, i. e. 25 tonnes, above level (c). The payment shall be the full level of (c), payment, plus $\frac{25}{50} \times$ [difference between level (d) and (c), i. e., plus $\frac{25}{50} \times$ (PW plus Rs. 2/-).

(iv) If work is not available for at least half the shift hours, the workers shall be paid the W.B.I., irrespective of output.

6. Incentive wages of workers concerned with more than one hook:

(i) A relieving Winch Driver and a relieving Tally Clerk will be paid the average of the incentive wages of the workers relieved.

(ii) A Deck Foreman will be paid on the basis of the average of the units of performance achieved by the workers of all the hooks that earned incentives during the shift.

(iii) A Hatch Foreman will be paid the average of the units of performance of the books under his supervision that earned incentives.

NOTE: The Chief Officer or Officer on Duty of the vessel shall certify at the end of each shift whether the supervision by the categories of workers referred to under (ii) and (iii) above has been satisfactory, or unsatisfactory. If the supervision has been satisfactory, the workers concerned will not be entitled to any incentive wages.

7. Incentive wages of Tally Clerks.—The payment of incentive wages to Tally Clerks will be subject to tally being maintained satisfactorily. At the end of work of every ship, the Shipping Company or Agent will certify whether the tally maintained has been satisfactory or not satisfactory. If the Shipping Company or Agent certifies that the tally maintained by a Tally Clerk or a group of Tally Clerks was not satisfactory, he or they will not be entitled to any incentive wages for the shift or shifts concerned and the incentive wage or wages if paid to such workers, will be adjusted in the salary bill or bills of subsequent month or months.

8. Idle time.—Since units of performance have been fixed taking into account the average loss of handling time that is occasioned in the course of stevedoring work at Calcutta, there shall be no separate payment for any idle time.

9. Determination of hook output.—(i) **For cargo landed into boats.**

The employers will maintain a hook-wise tally of all cargo so landed, by any Clerks registered or authorised under the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970.

- (a) **For packaged cargo upto and including sixty tonnes.** The Bill of Entry or Manifest weights shall be the basis for converting the tallied quantities into tonnes.
- (b) **For bulk cargo landed after bagging on board,** the conversion into tonnes shall be governed by clause 11.
- (c) **For bulk cargo landed in bulk,** the tally shall be of the number of slings and the conversion into tonnes shall be governed by clause 11.

(ii) For cargo shipped overside from boats.

The employers will maintain a hookwise tally of all cargo so shipped, by Tally Clerks registered or authorised under the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970.

- (a) **For packaged non-heavy lifts,** the Boat Note or Shipping Bill weights shall be the basis for converting the tallied numbers into tonnes.
- (b) **For bulk cargoes, such as scrap, mill scale etc.,** the tally shall be of the number of slings and the conversion into tonnes governed by the Boat Note tonnage.

(iii) For cargo landed ashore.

- (a) In the case of homogenous packaged cargo, including originally bagged cargo and bulk cargo bagged on board or ashore, the Port Commissioners, on the basis of the connected shore gangs output, shall issue certificates to the Dock Labour Board and also to the Stevedore employer, showing the tonnage landed by each hook during each shift. In all such cases when the stack counting is done jointly with the shore gang Sirdar and is recorded at the end of the shift by the Calcutta Port Commissioners' staff, a copy of the record shall be made available to the stevedore's representative soon after the end of the shift concerned. For bulk cargo bagged on board or ashore, the conversion factor shall be determined as per provisions of clause 11.
- (b) In case of miscellaneous or heterogeneous general import packages upto and including sixty tonnes in weight, the Port Commissioners, on the basis of the connected shore gang's output, shall issue certificates to the Dock Labour Board and also to the Stevedore employer, showing the periods for which each hook landed such cargo and the total weight of such cargo landed, based on a certificate of landing signed or countersigned by the officer on duty of the vessel for each shift of work.
- (c) In case of bulk cargo landed in bulk, whenever the number of slings handled by each hook during each shift is recorded by the Port Commissioners for each hook, a copy of the record shall be made available to the stevedore's representative soon after the end of the shift concerned. The Port Commissioners, on the basis of the connected shore gang's output, will issue certificates to the Dock Labour Board and to the Stevedore Employer, showing the tonnage landed by each hook during each shift, the conversion of slings into tonnes being governed by the provisions of clause 11.

(iv) For cargo shipped from shore:

- (a) In case of general exports, the Port Commissioners, on the basis of the connected shore gang's output, shall issue certificates to the Dock Labour Board and also to the stevedore employer showing the tonnages shipped by each hook on each shift. Such certificates shall show all the details supplied to the Sirdar of the shore gang and noted in the gang handbook.

- (b) In case of pig iron, ores, scrap and other bulk cargo, whenever the number of slings handled by each hook and/or the individual number of wagons involved is recorded by the Port Commissioners for each shift, a copy of the record will be made available to the stevedore's representative soon after the end of the shift concerned. The Port Commissioners, on the basis of the connected shore gang's output, will issue certificates to the Dock Labour Board and to the Stevedore Employer, showing the tonnage shipped by each hook during each shift, the conversion of slings into tonnes being governed by provisions of clause 11.

10. Determination of the total weight of bulk cargoes.—(i) For shiploads, the total weight of cargo on board shall be determined by a draft survey by competent surveyors appointed by ship-owners or agents or charterers.

(ii) For Parcel cargoes, the Bill of Lading weight or Mate's Receipt weight will be taken as the total weight.

Conversion of numbers of slings or bags or packages into tonnes.—(i) For all bulk cargo which is either landed or shipped in bulk, or in bags not standardised ashore, the total number of bags or slings landed or shipped by each hook shall be converted into tonnes by the current conversion factor as adopted by the Port Commissioners for shore labour.

(ii) For cargo landed in bulk and bagged and standardised ashore, the number of bags standardised at each hook multiplied by the standard weight per bag will determine the weight of cargo landed by the hook.

12. Adjustment.—For all the work covered under clause 9, if on completion of vessel, total payments for the entire vessel is found to be made incorrectly to an extent greater than 2 per cent, the amount underpaid or overpaid shall be adjusted *pro rata* to or from all the workers concerned.

13. Miscellaneous: (a) Shifting of cargo.—Whenever cargo (including bulk cargo) is shifted from one portion of the hatch to another, a proper account shall be kept of the cargo shifted and the tonnage so handled as assessed by the employer, shall be credited to the workers engaged in the operation. For cargo shifted from one deck to another, one gang may be employed on each deck, if necessary and when this is done each gang shall be separately credited with the tonnage of cargo shifted.

(b) The employment of Baggers and Winch Drivers on bulk food ships, discharging through mechanical means, shall be time rated.

14. Increase in basic pay and allowances.—Increase in daily basic pay and allowances and the daily component of dearness and other allowance, as may be sanctioned by the Dock Labour Board, from time to time, will be added as a differential to the incentive earnings of each worker.

15. Night allowance.—When called upon to work in the second and the third shifts, night allowance, as prescribed by the Board, will be added as a differential to each worker's incentive earnings.

16. Overtime allowance and holiday allowance.—When called upon to work on holidays or perform overtime work, all workers will be entitled to holiday and/or overtime allowance as sanctioned by the Calcutta Dock Labour Board from time to time, in addition to their incentive earnings under the Scheme.

17. Other conditions of service will remain unchanged.

18. (i) The Chairman of the Port, who is also the Chairman of the Dock Labour Board, may appoint a Standing Committee consisting of representatives of the Port Commissioners, Dock Labour Board, Shipping Companies, Stevedore employers, shore labour and stevedore labour, to go into difficulties that may arise in the day to day working of this Scheme.

(ii) After the Scheme has worked for a year, it may be reviewed by a Committee to be appointed by Government.

Incentive Tonnage Scheme for salt workers of the Port of Calcutta

1. Short title and scope.—(a) The Scheme will be called the "Incentive Tonnage Scheme for Salt Workers" and hereinafter referred to as "The Salt Scheme".

(b) The Salt Scheme shall apply to the categories of workers detailed in Clause 2.

2. Manning Scales for Salt Hook/Scale:

Category	Fine Salt		Crystal Salt	
	Union purchase	Swinging Derrick	Union purchase	Swinging Derrick
Foremen	One per shift for whole ship		One per shift for whole ship	
Sirdar or Supervisors	3	3	2	2
Winch Drivers @	2	2	2	2
Slicemen	8	8	**	**
Chamachiyas (Hold)	12	12	12	12
Chamachiyas (Machan)	4	4	4	4
Chamachiyas (Guy)	..	4	..	4

*Sirdar or Supervisor includes Signallers.

@Relief for Winch Drivers 1 for every 6 working winch Drivers.

**They are to be booked only when necessary. In such cases, the booking should be of 4 men per hook/scale, but employers may engage more Slicemen per hook or scale if exigencies of work so require, provided previous permission is taken from the Deputy Chairman of the Board.

Category	Fine Salt		Crystal Salt	
	Union purchase	Swinging Derrick	Union purchase	Swinging Derrick
Chapadars	2	2	2	2
Weightment Clerks*	1 shift	1	1	1
Weightment Supervisors	One per three scales		One per three scales	
Weightment Inchargers	One per shift for whole ship		One per shift for whole ship	

*Relief for Weightment Clerk — 1 for every 3 working Weightment Clerks.

3. Determination of hook-output.—The output of each hook shall be determined according to the tally of the number of tubs discharged as maintained by the Weightment Clerk employed on the hook.

4. Rates table.—The rates of payments per worker will be as follows:—

Tubs 1 to 150	5.5 paise per tub
Tubs 151 to 200	6.5 paise per tub
Tubs 201 and above	7.5 paise per tub

5. Computation of wages.—(a) When the output of a scale is 150 tubs or more the wages earned as determined by application of the above rates table to the output of the hook in number of tubs, will be payable to the lowest category of workers viz., Chamachiya (hold or guff). The other categories of workers will be entitled to this amount *plus* the differentials mentioned in the following clauses. In addition, all workers will be entitled to their respective W.B.Is.

NOTE : W. B. I. means the increase in daily emoluments of a worker as a result of the orders passed by the Government on the report of the Central Wage Board for Port and Dock Workers.

(b) When the output of a scale is below 150 tubs except for reasons beyond the control of the workers, they will be paid the actual wages earned of the under-noted wages whichever is higher:—

Category	Wages
	Rs.
1. Foremen	11.25
2. Sirdar or Supervisors	11.00
3. Winch Drivers	5.75
4. Slicemen	5.75
5. Chamachiyas (Machan)	5.19
6. Chamachiyas (Hold & Guy)	5.12
7. Chapadars	5.19
8. Weighment Clerks	9.25
9. Weighment Supervisors	10.25
10. Weighment Incharges	11.25

In such cases (i.e., when they are paid wages as mentioned above), it will be open to them to make a representation to the Dock Labour Board that the low output was due to reasons beyond their control and ask for payment of W.B.I.s

6. Wage differentials of different categories of workers.—

Category	Wage Differentials
	Rs.
Foremen	6.13
Sirdar or Supervisors	5.88
Winch Drivers	0.63
Slicemen	0.63
Chamachiyas (Machan)	0.07
Chapadars	0.07
Weighment Incharges	6.13
Weighment Supervisors	5.13
Weighment Clerks	4.13

7. Incentive wages of workers concerned with more than one hook.—

- The Foreman and the Weighment Incharge will be entitled to the average of the incentive wages applicable to the workers of all the hooks which earned incentive wages during the shift.
- The Weighment Supervisor will be paid the average of the incentive wages of those hooks supervised by him which earned incentive wages.

NOTE: The Chief Officer or Officer-on-Duty of the vessel shall certify at the end of each shift whether the supervision by the categories of workers referred to in (a) and (b) above has been satisfactory or unsatisfactory. If the supervision has been unsatisfactory, the workers concerned will not be entitled to any incentive wages.

- (c) The relieving Winch Drivers and the relieving Weighment Clerk will be paid the average of the incentive wages of the worker or workers relieved.

8. Night allowance.—When called upon to work in the second and third shifts, night allowance as prescribed by competent authorities from time to time, will be added as a differential to each worker's incentive earnings.

9. Idle time.—There shall be no separate payment for any idle time.

10. Overtime allowance and holiday allowance.—When called upon to work on holidays or on overtime, all workers will be entitled to holiday and/or overtime allowances as sanctioned by the Board from time to time, in addition to their earnings under Scheme.

11. General.—Other conditions of service will remain unchanged.

12. (i) The Chairman of the Port, who is also the Chairman of the Dock Labour Board, may appoint a Standing Committee consisting of representatives of the Port Commissioners, the Dock Labour Board, Steamer Companies, stevedore employers and stevedore labour to go into difficulties that may arise in the day to day working of this Scheme.

(ii) After the Scheme has worked for a year, it may be reviewed by a Committee to be appointed by Government.

[No. 52/16/70-P&D-I.]

S.O. 1713—The following draft of a scheme further to amend the Calcutta Chipping & Painting Workers (Regulation of Employment) Scheme, 1970, which the Central Government proposes to make in exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), is published as required by the said sub-section for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration on or after the 24th May, 1971.

Any objections or suggestions which may be received from any person with respect to the said draft before the date so specified will be taken into consideration by the Central Government.

Draft Scheme

1. This Scheme may be called the Calcutta Chipping and Painting Workers (Regulation of Employment) Amendment Scheme, 1971.

2. In the Calcutta Chipping and Painting Workers (Regulation of Employment) Scheme, 1970—

(1) in clause 2—

(a) in item (i) of sub-clause (1), the words “but not more than adequate” shall be omitted;

(b) for item (iii) of sub-clause (1), the following item shall be substituted, namely:—

“Progressive fulfilment of the ultimate objective of complete decasualisation of workforce”;

(c) in item (c) of sub-clause (3), for the words “any cargo carried by”, the word “to” shall be substituted;

(2) in clause 7—

(a) in item (d) of sub-clause (1), for the word “reduction” the word “decrease” shall be substituted and after the words “the same”, “in keeping with anticipated requirements and” shall be inserted.

(b) the following items shall be inserted at the end of the sub-clause (1):—

“(n) the grouping or re-grouping of registered Chipping and Painting Workers in accordance with the instructions received from the Board in such groups as may be determined by the Board;

(3) for item (p) of clause 8, the following item shall be substituted, namely:—

“sanction and create fund or funds for specific purposes”;

(4) for item (f), of clause 11, the following item shall be substituted, namely:—

“sanction the creation of post the maximum salary of which exclusive of allowances is not more than rupees five hundred and seventy five per mensem and make appointment to such posts”;

(5) in clause 12—

(a) sub-clause (e) shall be omitted;

(b) for item (iv) of sub-clause (h), the following item shall be substituted, namely:—

“sanction subject to budget provision, the creation of posts the maximum salary of which exclusive of allowances is upto rupees five hundred per mensem and make appointments to such posts”;

(6) in clause 16,—

(a) in item (b) of sub-clause (1), for the words “for two years prior”, the words “two years immediately prior”, shall be substituted;

(b) at the end of item (b) of sub-clause (1), the following proviso shall be inserted, namely:—

“provided that in no case, shall a person or firm continue to be registered under the Scheme unless he or it has obtained an appropriate licence from the Calcutta Port Commissioners within twelve months of the date of commencement of the Scheme.”;

(c) in item (e) of sub-clause (1), the following expression shall be inserted at the end, namely:—

“without prejudice to the rights of the Board for the recovery of any outstanding liabilities remaining to be paid to the Board”;

(7) in clause 17,—

(a) in item (d) of sub-clause (2), for the letter and word “‘B’ Mazdoor”, the following shall be substituted namely:—

“(i) ‘B’ Mazdoor (ii) ‘BB’ Mazdoor”;

(b) in item (e), for the letters, brackets and word “C(L) Mazdoor”, the letters, brackets and word “D(L) Mazdoor”, shall be substituted;

(c) the following sentence shall be inserted at the end of sub-clause (2), namely:—

“The Board may, if considered necessary for the efficient performance of work, further classify the workers of any category into sub-categories.”;

(8) in clause 18, the last two sentences beginning with the words “The Administrative Body” and ending with the words “by the Board” shall be omitted;

(9) in clause 21—

(a) in sub-clause (3), for the words “Chairman and the Deputy Chairman”, the words, “The Chairman or the Deputy Chairman” shall be substituted;

(10) in clause 31—

(a) for item (c) of sub-clause (2), the following item shall be substituted:—

"A worker in the reserve pool also shall not be employed for more than 9 shifts in a week or 33 shifts in a month."

(b) in item (d) of sub-clause (2), the following proviso shall be inserted at the end, namely:—

"Provided that such relaxation for workers under item (b) shall normally only be permitted if the workers under item (c) have also reached the maximum of their employment of 9 shifts in a week or 33 shifts in a month";

(c) in item (e) of sub-clause (2), for the words "wages for" the words "wages inclusive of allowances for" shall be substituted;

(11) in clause 33, the following note shall be inserted at the end, namely:—

"NOTE—For the purposes of this clause, the word 'category' wherever it appears shall be deemed to include all classifications of sub-categories as made by the Board from time to time under the provision of clause 17";

(12) in the second proviso of clause 34, the words "or for which disappointment money has to be paid under clause 36" shall be omitted.

(13) for clause 35, the following clause shall be substituted, namely:—

"35. Employment for a shift and payments.—No worker in the reserve pool register shall be employed for a period of less than a shift and where the work for which a worker has been engaged—

(a) is completed during the working period of a shift, he shall undertake such other work in the same or any other vessel or berth as may be required by the same employer for the remainder of the shift.

(b) cannot commence for any reason and no alternative job can be provided for him by the employers for whom he had been booked, he shall then revert to the reserve pool and shall accept any other employment that the Administrative Body may allocate to him.

Subject to provisions of sub-clauses (a) and (b) above, whenever a worker in the reserve pool is booked for work immediately prior to the start of the shift and he presents himself for work on the shift or point of work to which he had been booked, he shall be entitled to full wages inclusive of allowances appropriate to his category, even though the work for which he had attended cannot commence or proceed and no alternative work can be found for him";

(14) clause 36 shall be omitted;

(15) in clause 37, for the words "each worker", the words "each worker normally" shall be substituted;

(16) In clause 40—

(a) in sub-clause (7), for the word "stevedoring", the words "Chipping and Painting" shall be substituted;

(17) in sub-clause (i) of clause 44, for the words and figures "clauses 33, 34 and 36", the words and figures "clauses 33 and 34" shall be substituted;

(18) in sub-clause (1) of clause 45, for the words "of item (a) or (b) of sub-clause (4) of clause 39", the words "of item (a), (b) or (c) of sub-clause (4) of clause 39" shall be inserted;

(19) In Schedule I—

(a) in item (1), for the words and brackets "(monthly worker only)", the words and brackets "(monthly workers mainly)" shall be substituted;

(b) in item (3), the word and brackets "(Outboard)" shall be omitted;

(c) in item (4), for the expression "'B' Mazdoor (Inboard)", the following shall be substituted, namely:—

"(i) 'B' Mazdoor (ii) 'BB' Mazdoor";

(d) in item (5), for the expression "C(L) Mazdoor", the expression "D(L) Mazdoor" shall be substituted;

(20) for Schedule II, the following Schedule shall be substituted, namely:—

"SCHEDULE II

(See clause 33)

The minimum number of days in a month for which wages are guaranteed to any category or sub-category of workers under the Scheme should be assessed annually on the basis of the average employment during the immediately preceding 12 months according to the following procedure:

- (a) The total number of man-shifts worked every month by the workers of any category or sub-category in the reserve pool should be recorded.
- (b) The effective strength of the said category or sub-category of workers in the reserve pool on all the working days of the month should be recorded under the following column headings:—

The effective strength of the workers in the reserve pool on a particular working day shall be,	The number of the workers on the reserve pool register on that day.	Number of the workers in the reserve pool on authorised or unauthorised leave plus number of workers in these categories who died or whose services were terminate on that day.
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- (c) The effective strength of the workers on all the working days in a month obtained under (b) above should be added up and divided by the number of working days in the month to yield the effective strength of these workers during the month.
- (d) (a) should be divided by (c) to yield the average employment per worker per month in these categories or sub-categories.
- (e) The average obtained under (d) above for 12 consecutive months should be added up and divided by 12. The average so obtained shall be fixed as the minimum guarantee for the next 12 months. For clarification, an example is given below:

Suppose that an assessment is made in June 1969 and suppose the effective strength of the Tindals in the reserve pool and the man-shifts worked by them during the period June, 1968 to May, 1969 are as shown under columns (2) and (3) of the Table below:—

TABLE

Month		Effective Strength	Total No. of man-shifts worked	Average employment per worker per month
1		2	3	4
June	1968	170	2040	12
July	1968	160	2080	13
August	1968	150	2250	15
September	1968	160	2360	16
October	1968	150	2400	16
November	1968	180	3060	17
December	1968	150	2550	17
January	1969	160	2080	13
February	1969	170	2380	14
March	1969	150	2250	15
April	1969	140	2240	16
May	1969	160	2720	17

Column (3) divided by column (2) will show the average employment per Tindal per month and this is shown in column (4) of the Table.

The minimum number of days in a month for which wages should be guaranteed for the Tindals during the period June, 1969 to May 1970 will be

$$\frac{12+13+15+16+16+17+17+13+14+15+16+17}{12} = 15.08$$

After rounding to the nearest day—15 days.

Similar calculation should be made in June, 1970 and thereafter every year”;

(22) after Schedule III, for the heading "Calcutta Dock Labour Board" and the paragraphs thereunder, the following Schedule shall be substituted, namely:—

CALCUTTA DOCK LABOUR BOARD

Manning-cum-Incentive Scheme for Chipping and Painting Workers

1. The Manning-cum-Incentive Scheme annexed hereto apply to the following categories of Chipping and Painting Workers :—

- (i) Sardar/Serang.
- (ii) Tindals.
- (iii) A-Mazdoor.
- (iv) B-Mazdoor }
BB-Mazdoor }
- (v) D(L) Worker

2. Processing wages—The Processing Wages of the different categories of workers will be as under :—

Category	Processing Wage (P.W.)
Sardar/Serang	Rs. 8.75
Tindal	Rs. 4.50
A, B, BB Mazdoor	Rs. 3.37
D(L) Worker	Rs. 4.75

3. W.B.I. means the increase in daily emoluments of a worker as a result of the orders passed by Government on the report of the Wage Board for Port and Dock Workers.
4. When the output of a worker is below 1 unit except for reasons beyond his control, he will be paid the Processing Wage. In such cases, that is when he is paid only the processing wage, it will be open to him to make a representation to the Dock Labour Board that his low output is due to reasons beyond his control and asks for the wages at 1 unit level.
5. Where the unit level of performance is a single plate beam, frame, bay tank or cabin, payment shall be made only for completed units and any performance of part unit would not be taken into account.
6. If work is available for at least half the shift hour, a worker must produce the full unit level output, in order to be entitled to the W.B.I. If work is not available for half the shift hour, a worker shall be paid the W.B.I. irrespective of the output.
7. If on any shift the number of workers reporting for work is below full strength and if the vacancy cannot be filled, then the processing wage of the unfilled position of the working unit shall be divided among those present provided the workers present complete at least one unit of work.

8. Since units of performance have been fixed taking into account the average loss of working time that is occasioned in the course of normal chipping and painting work in Calcutta, there shall be no separate payment for idle time.
9. Increase in the basic pay and allowances—Increase in daily basic pay and other allowances and the daily component of Dearness Allowances, as may be sanctioned by the Dock Labour Board from time to time, will be added as a differential to the incentive wage of each worker.
10. Night Allowance—When called upon to work in the second and third shifts, night allowance as prescribed by competent authorities will be added as differentials to each worker's incentive earnings.
11. Overtime allowance and Holiday allowance—When called upon to work on Holiday or do overtime, all workers will be entitled to holiday and/or overtime allowance as sanctioned by the Dock Labour Board, from time to time in addition to their incentive earning under the Scheme.
12. The Tindals and Sardar/Serang are to be employed according to the manning scale indicated in the enclosed chart and they would be entitled to a fixed sum of Re. 1/- each for each shift in addition to their P.W. as a compensatory payment against old Manning Scale allowance of Re. 1/- each.
13. The Tindals and Sardar/Serang would also be entitled to incentive wages on the basis of the average of units of performance achieved by such workers supervised by them who earned incentives.
14. In respect of jobs not specifically covered by the Manning-*cum*-Incentive Scheme, whenever workers of any category are employed they would be entitled to a fixed sum of Re. 1/- each in addition to the processing wages.
15. The wages payable to the workers as shown under different levels of unit in the attached schedule of Manning-*cum*-Incentive Scheme pertain to one worker only.
16. After completing the first unit of a particular nature of job in a shift, if there be no other units of that nature of jobs available during that shift then such workers may be engaged for doing on incentive basis other nature of jobs mentioned in the Schedule pertaining to the same ship.
17. Any item of work not included in the Incentive Scheme shall be carried out by the workers according to the directions of the employers; their representatives.
18. The specific jobs to be done by the workers are as under :—

A Category	All Tank work. All Engine Room tank top, cleaning etc. All engine Room painting, cleaning etc. Boiler, Engine Room Bilges.
B Category	Dry Dock, Chain ranging, chain locker, holds, tween decks, bilges, tank top, overside plates chipping, scrapping and primer painting, funnel berricks etc.
BB Category	Cabins/Outside accommodation painting, Alleyways, overside final painting etc.
DL	Lettermen.
19. *General* (i) Other conditions of service will remain unchanged.
 - (ii) The Chairman, Calcutta Dock Labour Board, would appoint a standing committee consisting of representatives of Employers, Workers and the Dock Labour Board to go into difficulties that may arise in the day to day working of this Scheme.
 - (iii) After the Scheme has worked for a year, it may be reviewed by a Committee to be appointed by the Government.

Manning-incentive Scheme for Chipping and Painting Workers

Operation	Unit of Performance	Manning Scale Mazdoors	Wage payable (including D.A., C.A., H.R.A. but excluding existing Manning scale Allowance)			
			1 Unit	2 Unit	3 Unit	4 Unit
1	2	3	4	5	6	7
A. DRY DOCKING :						
(a) Washing & scraping including stern area washing & painting.	Entire bottom of ship below of any draft.					
Vessels/crafts Upto 300' length (Each operation).	"	30 Men	$PW + WBI \div 1.00$	..	..	..
Vessels/crafts over 300' length (Each operation)	"	40 Men	$PW + WBI \div 2.25$	..	..	..
(b) Painting anti-corrosive to above	"	{ 40 Men	$PW + WBI \div 2.25$	If (b) & (c) are completed in one shift, payment will be made attwice the payment for either operation.		
(c) Painting antifouling to above	"		$PW + WBI \div 2.25$			
(d) (i) Stern area Hard-scraping.	P. & S.	2 Men	$PW + WBI \div 1.00$	$2PW + WBI \div 3.00$	$3PW + WBI \div 6.00$	$4PW + WBI \div 10.00$
(ii) Stern area painting	"	3 Men	$PW + WBI \div 1.00$	..	..	..
(e) (i) Bottom plates hardscraping and wirebrushing + painting.	1 Plate	2 Men	$PW + WBI \div 1.00$	$2PW + WBI \div 3.00$	$3PW + WBI \div 6.00$	$4PW + WBI \div 10.00$
(ii) Bottom plates painting 1 coat.	3 Plates	1 Man	$PW + WBI \div 1.00$	$2PW + WBI \div 3.00$	$3PW + WBI \div 6.00$	$4PW + WBI \div 10.00$
(iii) Bottom plates chipping, wire-brushing and 1 coat paint.	1 Plate	3 Men	$PW + WBI \div 4.00$	$2PW + WBI \div 9.00$	$3PW + WBI \div 15.00$	$4PW + WBI \div 22.00$

(i)	Chain ranging	Both sides	12 Men	PW + WBI + 4.25	..	..	..
	(ii) Chain scraping Painting 1 coat	..	12 Men	PW + WBI + 4.25	..	..	..
(g)	Rudder stalk—Both sides Chipping, wire-brushing and one coat of paint.	30 sq. ft.	1 Man	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
(B) HULL PLATES :							
(a)	Chipping, wirebrushing and 1 coat of paint (black plate).	plate irrespective of area.	3 Men	PW + WBI + 4.00	2PW + WBI + 9.00	3PW + WBI + 15.00	4PW + WBI + 22.00
(b)	Chipping, wirebrushing and 1 coat of paint (B/T Plates including wind and weather plates).	..	4 Men	PW + WBI + 4.00	2PW + WBI + 9.00	3PW + WBI + 15.00	4PW + WBI + 22.00
(c)	Chipping, wirebrushing and 1 coat of paint (other portions from outside) (Not on plate basis).	45 sq. ft.	1 Man	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
(d)	Scraping, washing and removing marine growth, oily marks etc. Boottopping all round.	Entire area upto 8 feet.	6 Men	PW + WBI + 2.00	2PW + WBI + 6.00	3PW + WBI + 9.00	4PW + WBI + 14.00
(e)	Painting 1 coat to regulation colours. Boottopping all round.		8 Men	PW + WBI + 2.00	2PW + WBI + 6.00	3PW + WBI + 9.00	4PW + WBI + 14.00
(f)	Painting 1 coat topside	Each side Dabusa.	12 Men 3 Men	PW + WBI + 1.00 PW + WBI + 1.00	2PW + WBI + 3.00 2PW + WBI + 3.00	3PW + WBI + 6.00 3PW + WBI + 6.00	4PW + WBI + 10.00 4PW + WBI + 10.00
(g)	Painting ship's white band or ribbon.	Each a side 1 coat.	3 Men 3 D/L	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
(h)	Painting ship's white half round.	Competible 1 coat.	As required				

1	2	3	4	5	6	7
A. 1. CHAIN LOCKER						
(After removal of sludge) (P&S)	Entire chain locker (P&S)	12 Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
Chipping, Painting & 1 coat paint.	(Each side)					
2. FUNNEL						
Chipping, wirebrushing, sc-rapping and 1 coat paint.	As required					
3. BERRICKS TOP TO BOTTOM						
Chipping, wirebrushing and 1 coat paint.	As required					
4. MAST, JAMBOO, DERRICK (top to bottom)						
Chipping and 1 coat paint	As required					
B. HOLDS, TWEEN DECKS, DEEP TANKS ETC						
(i) Rigging staging to any required height.	(a) Upto 250 tons capacity.	8 Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	(b) From 250 to 400 tons capacity.	12 Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	(c) Capacity from 400 tons above.	18 Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(ii) Dismantling staging and keeping materials at proper place.	(a) Upto 250 tons capacity.	4 Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	(b) From 250 to 400 tons capacity.	6 Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

(c) Capacity
from 400 tons
above.

9 Men PW+WBI+1'00 2PW+WBI+3'00 3PW+WBI+6'00 4PW+WBI+10'00

(iii) Chipping W, B&I Coat Paint

(a) Frames irrespective of width.	10' in height	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(b) Deckheads irrespective of width.	10' in length	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(c) Bulkheads	50 sq. ft. or 1 frame space 10: height whichever applicable.	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(d) Deck plates of main decks and tank tops.	45 sq. ft.	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

(iv) Spot chipping & handscrapping

(a) Holds	2 Entire frame space	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(b) Tween Deck	4 Entire frame space	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(c) Deep Tanks	3 Entire frame space	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(d) Deck Heads	60 sq. ft.	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(e) Bulkheads	60 sq. ft.	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(f) Deck plates of main deck and tank top.	60 sq. ft.	1 Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

(v) Touch up with composition, if required.

(a) Holds	} As required
(b) Tween Decks	
(c) Deep Tanks	
(d) Deck Heads	
(e) Bulkheads	
(f) Deck plates of main decks and tank top.	

	1	2	3	4	5	6	7
(vi) Painting one coat :							
(a) Sides in holds	4 Entire frame space	1 Man	PW+WB+1'00]	2PW+WB+3'00	3PW+WB+6'00	4PW+WB+10'00	
(b) Tween Decks	6 Entire frame space	1 Man	PW+WB+1'00]	2PW+WB+3'00	3PW+WB+6'00	4PW+WB+10'00	
(c) Deep Tanks]	Painting 4 frames	1 Man	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00	4PW+WB+10'00	
(d) Deckheads-Holds or Tween Decks]	4 Entire frame space.	1 Man	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00	4PW+WB+10'00	
I—BUJWARK PLATES :							
(a) Chipping, wirebrushing and 1 coat paint.	45 Sq. ft.]	1 Man	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00]	4PW+WB+10'00]	
(b) Wirebrushing and 1 coat paint.]	400 sq. ft.	1 Man	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00]	4PW+WB+10'00]	
B. II—HATCH COAMINGS ON MAIN DECK :							
(a) Chipping, W/B and 1 coat paint.	45 sq. ft. internally.	1 Man	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00]	4PW+WB+10'00]	
	45 sq. ft. externally.	1 Man	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00]	4PW+WB+10'00]	
(b) Scrapping, spot chipping and touching up with composition.	1 Entire hatch coaming Internally.	3 Men	PW+WB+1'00]	2PW+WB+3'00]	3PW+WB+6'00]	4PW+WB+10'00]	

(c) Painting 1 coat	Externally	4	Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	1 Entire hatch coaming						
	Internally	3	Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	Externally	3	Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

III. BEAMS.

(a) Chipping, W/B and 1 coat paint.	Each Beam	2	Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(b) Spot chipping, Scrapping and touch up with composition.	2 Beams	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(c) Painting one coat	2 Beams	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

IV. ANGLE BAR FRAME SPACE :
(ANGLE 4" wide)

(a) Chipping, W/B and 1 coat paint.	40 R. ft.	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
(b) Wirebrushing and 1 coat paint	120 R. ft.	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

V. STANCHIONS :

(a) Chipping, wirebrushing and 1 coat painting	Holds/Deep Tanks	2	Men	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	1 Stanchion						
	Tween Decks						
	1 Stanchion	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	Holds/Deep Tanks						
1 coat painting	2 Stanchions	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00
	Tween Deck						
	3 Stanchions	1	Man	PW+WBI+1'00	2PW+WBI+3'00	3PW+WBI+6'00	4PW+WBI+10'00

	1	2	3	4	5	6	7
VI. BILGES :							
(only cleaning, etc. to be done by harbour crew without using scrappers or chipping hammers).							
(a) Chipping and wirebrushing	1 Bay	1 Man	1 W + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	
(b) Scrapping and wire brushing	3 Bays	1 Man	1 W + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	
(c) Cementing	6 Bays	1 Man	1 W + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	
(d) Painting	3 Bays	1 Man	1 W + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	
C. TANK							
(a) Hardscrapping all tanks (except edible oil tank)	3 Frame spaces	1 Man	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	
(b) Bailing out water and cleaning & drying out tank.	Complete job	Men as required to be arranged by employer.					
	Capacity Upto 50 T.	For every additional 25 T. capacity					
(c) Scrapping loose cement or faced paint wherever necessary, cleaning and drying up.		6 Men	2Men PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	
(d) Cement washing, painting or oiling.		6 Men	2Men PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00	

C. I. SANTARY TANKS :

(Capacity upto 15 Tons)

(a) Scrapping and cleaning	per tank	2 Men	PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00
(b) Cement Washing	per tank	2 Men	PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00

C. II. FRESH WATER TANKS
DOUBLE BOTTOM
TANKS :

(a) Chipping inside, wirebrushing of all tanks.	40 sq. ft.	1 Man	PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00
(b) Cement washing	Capacity upto 40 Tons	For every additional 25 Tons capacity.				
	4 Men	2 Men	PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00

C. III. EDIBLE OIL TANKS

III. EDIBLE OIL TANKS	Capacity upto 250 tons.	250 T to Capacity 400 T.	Capacity above 400 T				
(a) Pigging & Staging	8 Men	12 Men	18 Men PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00	
(b) Dismantling staging and keeping materials at proper place.	4 Men	6 Men	9 Men PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00	
(c) Chipping Bulk, Tanktop & sides.	30 sq. ft.	1 Man	PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00	
(d) Chipping deckhead	25 sq ft.	1 Man	PW+WBI+1.00	2PW+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00	

	1	2	3	4	5	6	7
		Capacity upto 100 tons.	Every Additional 50 tons capacity.				
(e) Applying one coat caustic, chemical solution or oil	4 Men	2 Men	PW+WBI+2.00	2½ W+WBI+6.00	3½ W+WBI+9.00	4PW+WBI+11.00	
(f) Wirebrushing	4 Men	2 Men	PW+WBI+1.00	2½ W+WBI+3.00	3PW+WBI+6.00	4PW+WBI+10.00	
(g) Washing or hosing with water and cleaning wiping.	Upto 300 tons 301 T. to 500 Tons Above 500.	4 Men 6 Men 8 Men	PW+WBI+1.00 PW+WBI+1.00 PW+WBI+1.00	2PW+WBI+3.00 2PW+WBI+3.00 2½ W+WBI+3.00	3PW+WBI+6.00 3PW+WBI+6.00 3½ W+WBI+6.00	4PW+WBI+10.00 4PW+WBI+10.00 4PW+WBI+10.00	
D. ACCOMMODATION (Washing & Fine Painting).							
(a) Cabins (crew accommodation) washing (including Fitting) painting (each cabin)	2 Cabins Each cabin 4 berths	2 Men 3 Men	PW+WBI+1.00 PW+WBI+1.00	2PW+WBI+3.00 2PW+WBI+3.00	3PW+WBI+6.00 3PW+WBI+6.00	4½ W+WBI+10.00 4PW+WBI+10.00	
D-I(a) Painting cabin	4 berth cabin complete. Extra for additional berth.	3 Men 1 Man	PW+WBI+1.00 PW+WBI+1.00	2PW+WBI+3.00 2PW+WBI+3.00	3PW+WBI+6.00 3PW+WBI+6.00	4PW+WBI+10.00 4PW+WBI+10.00	
(b) Crew's mess room washing Painting.	Complete job Do.	1 Man 2 Men	PW+WBI+1.00 PW+WBI+1.00	2PW+WBI+3.00 2PW+WBI+3.00	3PW+WBI+6.00 3PW+WBI+6.00	4PW+WBI+10.00 4PW+WBI+10.00	
(c) Hospital & Lavatory—Washing Painting.	Complete job Complete job	2 Men 3 Men	PW+WBI+1.00 PW+WBI+1.00	2PW+WBI+3.00 2PW+WBI+3.00	3PW+WBI+6.00 3PW+WBI+6.00	4PW+WBI+10.00 4PW+WBI+10.00	
(d) Toilet & Wash Places—Washing Painting	3 Units 3 Units	1 Men 2 Men	PW+WBI+1.00 PW+WBI+1.00	2PW+WBI+3.00 2PW+WBI+3.00	3PW+WBI+6.00 3PW+WBI+6.00	4PW+WBI+10.00 4PW+WBI+10.00	

(f) Crews Alleyways—	Washing	10' length irrespective of width.	2 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
	Painting	Do.	3 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
	Washing	20' length	4 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
	Painting	20' length	6 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
(g) Companion & Stairway—	Washing		1 Man	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
	Painting		2 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
(h) Crews Galleys—	Washing	Complete job (For more than 10 crew)	2 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
	Painting	Do.	3 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
(i) Passenger cabin without toilet—							
	Washing	2 „	2 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
	Painting	3 „	3 Men	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00
II	Any other fine painting.	400 sq. ft.	1 Man	PW + WBI + 1.00	2PW + WBI + 3.00	3PW + WBI + 6.00	4PW + WBI + 10.00

Manning Scale for Tindals and Sirdars Serangs

(a) A Sardar Serang shall be employed to supervise over every unit of 20 Men of each category booked.

(b) Employment of Tindals shall be as follows:—

(1) For 2 workers of each category

Nil

(2) For 3 to 12 workers each category

1 Tindal.

For every additional 10 workers—1 Tindal.

[No. 52/1670-P & D-II.]
T. S. Sankaran, Jt. Secy.

